

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja, motivasi, dan komunikasi terhadap kinerja karyawan Perum Perhutani Divisi Regional Jawa Timur.

Populasi yang digunakan dalam penelitian ini adalah Departemen Sumber Daya Manusia dan Umum pada Perum Perhutani Divisi Regional Jawa Timur. Teknik pengambilan sampel dalam penelitian ini menggunakan metode sampling jenuh dimana semua populasi sebagai sampel. Pengumpulan data dilakukan dengan menyebarkan kuisioner kepada seluruh karyawan Departemen Sumber Daya Manusia dan Umum yang berada di Perum Perhutani Divisi Regional Jawa Timur. Teknik Analisa yang digunakan dalam penelitian ini adalah Teknik analisis regresi linear berganda.

Hasil dari pengujian menunjukkan bahwa kepuasan kerja, motivasi, dan komunikasi berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : Kepuasan Kerja, Motivasi, dan Komunikasi



ABSTRACT

This research aimed to find out the effect of work satisfaction, motivation, and communication on employees' performance of General Companies of Forestry, Regional Division, East Java.

The research population was Department of Human Nature Resources at General Companies of Forestry, Regional Division, East Java. Moreover, the data collection technique used saturated sampling technique; in which all population was taken as a sample. Furthermore, the instrument in data collection technique used questionnaires. In line with that, the questionnaires were distributed to all employees of the Department of Human Nature Resources at General Companies of Forestry, Regional Division, East Java. Additionally, the data analysis technique used multiple linear regression.

The research result concluded that work satisfaction, motivation, and communication had a significant effect on employees' performance of the Department of Human Nature Resources at General Companies of Forestry, Regional Division, East Java.

Keywords: Work Satisfaction, Motivation,



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